## 1.5 EQUAL EMPLOYMENT OPPORTUNITY

The County of Loudoun is an Equal Employment Opportunity Employer. To remain consistent with the Civil Rights Act of 1964 as amended in 1991, the Rehabilitation Act of 1973, the Equal Pay Act of 1963, the Americans with Disabilities Act and other relevant statutes, the county prohibits practices based on non-merit factors such as race, color,

religion, sex, national origin, political affiliation, age, disability, and when such factors are not related directly to bona fide position qualifications or to remedy the effects of past discrimination. These are:

- (A) Failing or refusing to hire, discharging, or otherwise discriminating against otherwise qualified individuals with respect to compensation, terms, conditions, or privileges of employment;
- (B) Limiting, segregating, or classifying officers and employees, or applicants for employment, in any way which deprives or would tend to deprive otherwise qualified individuals of employment opportunities or which adversely affects an individual's status as an officer or employee;
- (C) Discriminating against otherwise qualified individuals in admission to any training program or any other aspect of personnel management.